

CITY COUNCIL OF THE CITY OF SAN JOSÉ

January 29, 2013

Item 3.6

Annual Summary of Labor
Negotiations

Bargaining Units

Bargaining Unit	FTE's
San Jose Fire Fighters, Local 230 (IAFF)	646
Association of Building, Mechanical and Electrical Inspectors (ABMEI)	67
International Brotherhood of Electrical Workers, Local No. 332 (IBEW)	73
Association of Legal Professionals (ALP)	36
San Jose Police Officers' Association (POA)	1107
International Union of Operating Engineers, Local No. 3 (OE#3)	664
Association of Engineers and Architects (AEA)	214
Association of Maintenance Supervisory Personnel (AMSP)	78
City Association of Management Personnel (CAMP)	329
Municipal Employees' Federation (MEF)	1851
Confidential Employees' Organization (CEO)	189
Total Represented Employees	5254

2013 Negotiation Schedule

Bargaining Unit	Contract Expiration
MEF	06/30/11*
IBEW	06/30/11*
OE#3	06/30/11*
CEO	09/17/11*
ALP	06/30/12
ABMEI	06/30/13
AMSP	06/30/13
AEA	06/30/13
CAMP	06/30/13
POA	06/30/13
IAFF	06/30/13

* Contract expired, City Council approved terms and conditions for Fiscal Year 2011-2012

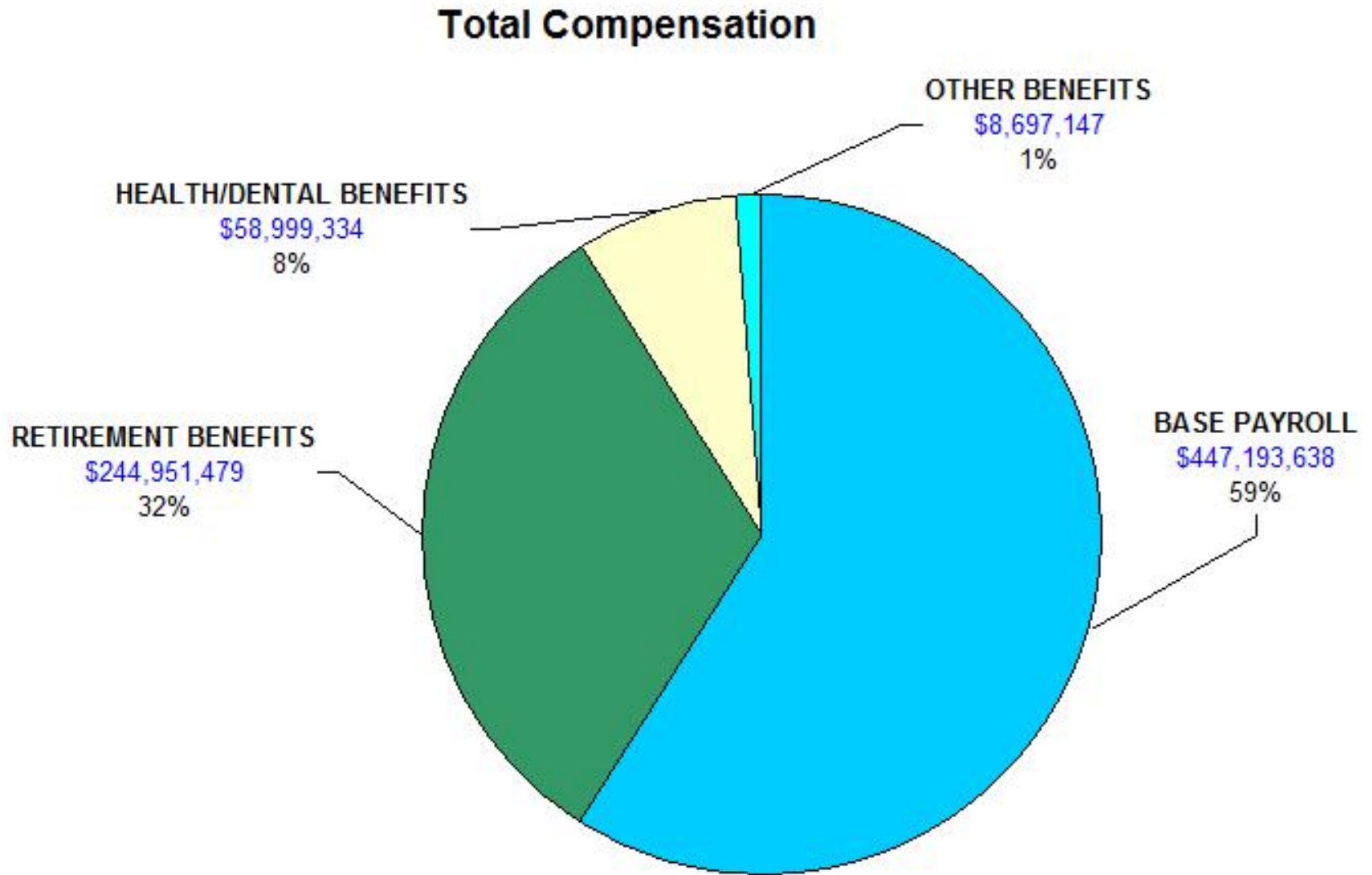
Fiscal Year 2013-2014 Retirement Costs

<u>Tier 1 Only</u>	Total Contribution %		
	Total	City Contribution	Employee Contribution
Federated *			
Pension (w/o SRBR)	56.82%	50.85%	5.97%
Retiree Healthcare	22.67%	11.93%	10.74%
Police and Fire **			
Police			
Pension (incl. SRBR)	81.63%	69.99%	11.65%
Retiree Healthcare	Pending	Pending	Pending
Fire			
Pension (incl. SRBR)	83.18%	71.47%	11.72%
Retiree Healthcare	Pending	Pending	Pending

* **Source:** Cheiron June 30, 2012, Actuarial Valuation Presentation dated December 20, 2012

** **Source:** Cheiron June 30, 2012, Actuarial Valuation Presentation dated January 3, 2013

Fiscal Year 2012-2013 Total Compensation



Next Steps

- Receive labor negotiations direction in closed session
- Continue/start bargaining with the 11 bargaining units

Recommendation

- **Accept Report**